

JOB DESCRIPTION

TITLE OF POSITION: REGISTERED NURSE (RN)

TITLE OF IMMEDIATE SUPERVISOR: CARE COORDINATOR/DIRECTOR OF NURSING

JOB DESCRIPTION SUMMARY:

The Registered Nurse reports to the Care Coordinator or Director of Nursing role and is responsible for providing home health care clinical services. The registered nurse is responsible for quality; adequacy of services provided and may, where required, supervise staff. The registered nurse is responsible for ensuring that care is delivered appropriately and the standards of quality are adhered to.

The registered nurse is responsible for working with other medical disciplines (i.e., PT, OT, SLP) to ensure coordinated services and that all of the client's needs are identified through the assessment process and addressed through the implementation of the Plan of Care and re-evaluation and supervisory process.

ESSENTIAL DUTIES & RESPONSIBILITIES

1. Provides care as defined within the scope of nursing practice and the Regulated Acts.
2. If directed by the Care Coordinator and/or Director of Nursing, makes the initial evaluation visit and regularly reevaluates the client's nursing needs.
3. Initiates the plan of care and makes necessary revisions, keeping the Director of Nurses updated on the revisions.
4. Provides those services requiring substantial and specialized nursing skill.
5. Initiates appropriate preventive and rehabilitative nursing procedures.
6. Prepares clinical and progress notes and summaries of care, using Qualicare's system for documenting visits and care; adheres to documentation standards as per written policy.
7. Informs the Care Coordinator, Director of Nursing, physician and other personnel of changes in the patient's condition and needs.
8. Counsels the client and family in meeting nursing and related needs.
9. Assists in the development of organization goals. Administers agency policies and procedures.
10. Assists the Care Coordinator/Director of Nursing with assessing the competency of clinical staff to promote quality, continuity and safety of a client's care.
11. Supervises, educates and coaches other nursing personnel, as directed by the Care Coordinator/Director of Nursing.
12. Provide information to be used for statistics, reports and records for purposes of evaluation and reporting of organization activities.
13. Assures proper maintenance of clinical records in compliance with provincial and federal laws.
14. Assures compliance with all state or provincial and federal laws
15. Identifies and participates in agency performance improvement activities.
16. Stays informed about changes in the field of nursing and home health care. Shares information with appropriate organization personnel.

17. Promotes home health and home care referrals in the health care community.

Qualifications:

- In good standing with the provincial College of Nurses or State Board of Nursing.
- Preferred: Bachelor’s degree in Nursing. Must have graduated from a nursing accredited program.
- Minimum 1 year of clinical experience with home care experience preferred.
- Demonstrated ability to supervise and direct staff.
- Possess exceptional nursing assessment skills
- Comply with accepted professional standards of practice.
- Proven ability to build quality and implement improvements within the operation.
- Excellent interpersonal skills.
- Analytic/Critical thinker.
- Excellent customer service skills and ability to deal tactfully with clients, staff and community.
- Treat clients, staff and the public with courtesy, respect and presents a positive public image.
- Case management skills are a plus
- Policy development is a plus
- Ability to travel on a daily basis including weekends, nights and holidays
- Understands regulatory compliance
 - Provincial/state requirement for the franchise location
 - Provincial/state and federal regulations including but not limited to OSHA, Privacy

Environment, Personal Protective Equipment or Physical Demands

Environment:	Contact with clients under a wide variety of circumstances. Care provided in client’s living environment with varying situations or in an institution such as a hospital. May be required to respond to emergency situations. Travel required. Position includes tasks that have the potential for exposure to blood and other potentially infectious material (OPIM) such as body fluids/tissues.
Personal Protective Equipment:	May include gloves, mask, eye/face protection, and disposable outer covering or lab coat.
Physical Requirements:	Must be able to stand walk, squat, bend, kneel, reach, twist, push and pull. Varied assistance is required depending on the ability of the client. Must be able to lift up to 50 pounds. Visual and hearing acuity required.